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ABSTRACT

Intended for program directors, this manual offers guidelines for developing a program using volunteer parent aides to provide personal, supportive services to other parents who abuse or neglect their children. Introductory materials describe dimensions of the problem of child abuse and neglect, and point out several ways volunteers can function as resources for parents and programs. The major portion of the manual describes three steps in developing a program to meet the needs of child protective-services clients: (1) contacting the local child protective-services agency (if there is one), (2) building a base of community support, and (3) developing a program model. Following a brief discussion of the first two steps, considerably more attention is given to the process of program model development. Recognizing the importance of program structure, providing a volunteer support structure, developing a program philosophy, identifying sources of program funding, planning for volunteer recruitment, designing volunteer training, and supporting volunteers with effective supervision are discussed. Appendices provide an address for further information, list volunteer programs in Region 6, and note sources of program funding. (RH)

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USING VOLUNTEERS IN CHILD ABUSE AND NEGLECT PROGRAMS

A Manual for Volunteer Program Directors

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Child Abuse and Neglect Volunteer Project
The University of Texas at Austin
Summer, 1981

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"Child Abuse and Neglect: The Problem and Its Management," Vol. 1. DHEW Publication No. (OHD) 75-30073, 1976.

"Parent Aides in Child Abuse and Neglect Programs" DHEW Publication No. (OHDS) 79-30220, 1979.

"Reaching Out: The Volunteer in Child Abuse and Neglect Programs" DHEW Publication No. (OHDS) 7930174, 1979.

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I. INTRODUCTION

Child Abuse and Neglect: The Problem and its Dimensions

Child abuse and neglect are complex social problems which have achieved growing recognition in our country since the passage of the Child Abuse Prevention and Treatment Act in 1974. Although the exact number of abused and neglected children in the United States is not known, the estimates are sobering. The National Center on Child Abuse and Neglect estimates that about one million children suffer from some form of abuse or neglect each year. About 800,000 of these children are victims of neglect. More than 200,000 are victims of physical attacks. It is estimated that abuse or neglect is implicated in the deaths of at least 2,000 children annually.

Child abuse and neglect concerns the whole community. The prevention and treatment of child abuse and neglect are tasks that no one institution, such as the state-mandated child protective services agency, can bear. If children are to have a safe environment in which to live, then the entire spectrum of community agencies and institutions (e.g., churches, schools, hospitals, mental health centers, and private agencies), as well as individuals, must become involved.

Those incidents of child abuse or neglect which we usually hear about are sensational and shocking cases. Media accounts of these cases often serve to focus our concern on the suffering of the children and to build images of their parents as persons who should either be put in jail or who deserve to have their children taken away from them. Little recognition has been given by the media to the needs and the emotional

suffering of the parents, whose problems have often escaped the attention of community agencies. Because of their lack of understanding of the special needs of abusive or neglectful parents, many concerned citizens who could be doing something positive to help them have been turned away from getting involved.

Usually, abusive or neglectful parents are not violent individuals who require incarceration or removal of their children from the home. Why parents abuse or neglect their children is not fully understood. It is something which takes place as a result of a set of complex interactions which include ones early life experiences, situational stresses, the behavior of the child, and social and environmental forces. Many parents who repeatedly abuse or neglect their children manifest one or more of the following characteristics:

- feel unloved, unappreciated, and unwanted
- feel a sense of failure and have a very low opinion of themselves
- expect children to perform as adults, and even to fulfill the parent's need for parenting
- are isolated and have no other family, real friends, or neighbors with whom they get along well
- grew up as children in homes where they lacked love and emotional supports from their own parents
- often lack knowledge about parenting and do not know how to use means of discipline other than physical force

Solutions to the problem of child abuse and neglect must take into account the needs of the parent. Often by working with the parent, the home can be made safe for the child.

The first step to getting involved in the prevention and treatment of child abuse and neglect is to understand the nature of the problem and the needs of both the parents and the children. Many resources are available to help in understanding and preventing child abuse and neglect. A listing of these resources in the sates of Arkansas, Louisiana, New Mexico, Oklahoma, and Texas is contained in Appendix A of this manual. The Regional Resource Center on Child Abuse and Neglect in your area can also provide you with numerous printed and audiovisual materials.

How Volunteers Can Help

The use of volunteers in providing services to people is not without precedent. Volunteer activities to families and children have been utilized throughout the history of our nation and its institutions.

In the field of child welfare services, volunteers have been successfully used as "parent aides" with abusive and neglectful parents for a number of years. The parent aide role calls for the development of a strong and personal supportive relationship with the abusive parent. The effectiveness of the parent aide (also called home visitor, lay therapist, or friendly visitor) rests upon the ability of that individual to set firm limits regarding further abusive or neglectful behavior, while at the same time providing a caring relationship. Through

this relationship, the volunteer provides acceptance, support, and nurturance that the abusing or neglecting parent perhaps has never experienced before. In addition, the volunteer provides a model for appropriate behavior as well as effective ways to handle crises.

The parent aide concept means that concerned, caring, mature persons, capable of accepting others, can help abusive and neglectful parents to "parent" their children by sharing the positive nurturing experiences from their own lives. Having grown and matured with family and community supports, parent aides can give these supports to those who have never had them. Parent aides possess many other necessary skills obtained from their own positive childhoods, satisfying relationships, successful parenting experiences, and ability to persevere. The volunteer is also able to commit more time per visit, as well as more frequent visits than a paid human services worker with a large and demanding caseload. Finally, the parent aide serves as an additional community resource for the parent to call when faced with a crisis situation.

Volunteers can also fulfill other roles in child abuse and neglect services, including the provision of:

- one-to-one supportive relationship to an abused or neglected child who is in foster care
- one-to-one relationship to a child who is remaining with its parents (only in situations where this would not be threatening to the parents and escalate the abuse or neglect situation)
- a supportive relationship to a foster family caring for abused and neglected children

- sponsorship of Parents Anonymous programs, self-help groups of abusive parents who meet to provide support to each other
- special supportive services prior to and following delivery of babies to teenage girls who become pregnant and wish to keep their children
- assistance in working with parents and children in crisis nurseries and emergency shelters
- assistance in working with children in therapeutic day care settings
- assistance to child welfare agencies in providing child abuse and neglect public awareness and community education programs to community groups
- assistance in operating child abuse hotlines

These volunteer roles provide many opportunities for individuals in the community to become involved in the treatment and prevention of child abuse and neglect. The volunteer roles which are most needed will depend upon the priorities and the service gaps which exist in your local community.

II. PROGRAM DEVELOPMENT

In many communities throughout the country there are already established programs which rely on volunteer support to provide child protective services. These programs employ volunteers in a variety of roles, ranging from office assistance, working with abused or neglected children, teaching parenting skill classes, and providing crisis telephone assistance to working directly with parents. Thus, most programs will have a variety of opportunities available to meet the interests of potential volunteers. Appendix A lists the child protective services volunteer agencies currently operating within HHS Region VI. The vast majority of these agencies have well-established training programs and mechanisms for supervising volunteers, and, therefore, the primary role of the RSVP Director would be to recruit and place interested volunteers and to maintain liaison with the volunteer station.

In those communities without established child protective services programs, a potential new role exists for RSVP or FGP directors to provide expertise and leadership in developing new volunteer stations through the local office of the state's child protective services agency. The remainder of this manual provides in developing a volunteer program designed to meet the needs of child protective services clients. Such an effort will serve not only to increase the range of satisfying and meaningful opportunities for your volunteers, but will also demonstrate the fullest potential of your agency in addressing a most pressing social problem.

1. Taking the First Step: Contacting Your Local Child Protective Services Agency

Any activity which involves issues or services pertaining to child abuse and neglect must be carefully coordinated with the local office of your state's child protective services agency. The initial meetings with staff from the local child protective services agency should focus on assessing the need for volunteers to work with child abuse and neglect cases. This task will involve the identification of gaps in services for either the prevention of child abuse and neglect or in the delivery of services to child protective services clients. The outcome of these discussions should be a list of the possible roles for which volunteers might be recruited.

During these initial meetings, it will be important to underscore the nature of the volunteer roles to be identified. Be certain to focus on those roles where volunteers become involved in forming supportive relationships with either the parents or the children of abusive or neglectful families. Activities such as babysitting, transportation, and other auxiliary tasks, are not to be accepted as the primary task of the volunteer. However, roles other than these may meet with resistance on the part of paid human services staff. Therefore, it will be important for you to demonstrate the advantages of volunteers working directly with families where the problems of child abuse and neglect occur. You may want to draw from your own experiences in establishing volunteer stations where volunteers have demonstrated the capacity to become involved in activities which demand more than clerical or minor administrative skills in this endeavor.

2. Step Two: Building a Base of Community Support

Once you and the local child protective services agency representative have been able to identify volunteer roles that would be acceptable to the agency, it is important to involve a wider number of individuals in your community to design the volunteer program. Involving a broader representation of the community may be carried out in either of two ways, depending on the particular resources in the local community.

If your community has a child protective services task force, then this task force should be approached in introducing the various ways that volunteers could be useful in meeting the needs of parents and children involved in the child protective services delivery system. In approaching such a group, you might specifically suggest that an advisory committee of this group be appointed to assist in the development of a volunteer program for your community.

If, however, no such child protective services task force exists, you will need to establish an advisory task force or council to assist in developing your volunteer program. Individuals whom you might approach to become involved in such an advisory task force could include physicians, attorneys, members of the judiciary, Head Start personnel, public health nursing staff, ministers, Junior League members, representatives of the school system and other community organizations, and local law enforcement personnel. In addition to assisting you in developing a program model, these individuals will also be in a position to provide resources for the recruitment and training of volunteers, as well as in securing necessary financial resources.

3. Step Three: Developing a Program Model

A successful program requires that you develop a plan which can be implemented realistically based upon the financial resources available to you, and the support your plan receives from both the community and the staff of your local child protective services agency. The tasks outlined below should assist you in developing your program plan.

A. The importance of program structure. The goals of the volunteer program must be clearly defined. Furthermore, the means by which the goals are achieved may need frequent revision during the early stages of the program. Duties may be shifted from one person to another as the project achieves a more efficient delivery of services. Tasks must be defined and assigned to specific individuals, with the clear understanding that changes may be made in the operation of the project that could require different role assignments. People must be willing to "pitch in" to get past unexpected hurdles.

B. Providing a volunteer support structure. Initially, the clients may make unrealistic demands upon the volunteers. These demands can include manipulative behaviors on the part of the client and the development of a dependent relationship with the volunteer. In order to assist the volunteer through such trying times, a structure must be established to give the volunteer ongoing support. This support can be provided through the provision of appropriate training opportunities, weekly telephone contacts with the volunteer program coordinator, and meetings with other volunteers at least every other week. Most importantly, the volunteer must feel that there is some person who can serve as a contact and who will be available to provide support at any time.

C. Developing a program philosophy. In developing an effective volunteer program, you must adopt a clearly defined philosophy concerning the role of the volunteer and the type of client to whom the volunteer will be assigned. It is important to know that there is no right or correct approach to utilize in establishing a volunteer program and that it may be modified with experience. Some programs, for instance, feel that volunteers are most effective when assigned to families where a high potential for abuse or neglect exists rather than a family where abuse or neglect has already occurred. In these cases, the volunteer serves in a preventive role by providing support to the parents in overcoming stressful situations and modeling appropriate problem-solving skills. In other programs, a program philosophy that volunteers can be assigned to any type of case can be established. In most programs, however, cases which involve sexual abuse or life-threatening child abuse or neglect have been considered inappropriate assignments for volunteers. The particular program philosophy you adopt is not as important as the fact that you develop a program which you, your local child protective services agency, and your local child protective services task force can support.

D. Identifying sources of program funding. You will need to consider how much funding your program will require. This will necessitate a careful estimate of anticipated expenses and study of funding priorities. For instance, you may wish to minimally insure that you are able to acquire funding which will cover mileage and meal expenses of the volunteers. In some programs, this is handled on an actual expense basis. In other programs, parent aides may be paid a small monthly

stipend which can be used to cover mileage and meal expenses. Sources for these funds may come through civic organizations, church groups, or from county child welfare boards. You may also wish to explore the possibility of funding through small grant programs administered by several federal agencies or through state social services agencies. A listing of potential federal funding resources is found in Appendix B. Program funding needs can be kept to a minimum. Often, through the involvement of the child protective services task force or advisory council you can obtain such things as free use of meeting rooms for training sessions and office supplies, as well as the time and expertise of advisory council members in leading training sessions.

E. Planning for volunteer recruitment. In developing a parent aide program, the volunteers should be individuals who have a high sense of self-worth and a broad base of successful life experiences. In this respect, you will probably be most interested in individuals who have been parents and feel positive about their own parenting experiences. In addition, you will want to recruit individuals who can be firm in establishing limits pertaining to the abusive or neglectful behavior of clients. Most important, the persons working as volunteers must be individuals who are capable of caring and giving support to another person in need. The volunteer must be capable of offering nonjudgmental acceptance to the abusive parent and be able to provide a caring and loving relationship that the client may not have experienced before.

Often the main barrier to recruitment is the negative feelings evoked when child abuse or neglect is mentioned. For this reason, the

first step in the recruitment process may be planning informational meetings which provide prospective volunteers with a better understanding of the problem of child abuse and neglect. For many people, it is hard to conceive how a parent could abuse or neglect a child. By using specialized audiovisual materials and other information, potential volunteer audiences can be assisted to go beyond their own feelings and to begin to develop an empathetic understanding of how parents could abuse their children. This approach can help potential volunteers to overcome their initial hostility and begin to build a base of identification and understanding regarding the needs of the abusive or neglectful parent.

F. Designing volunteer training. Once volunteers are selected, it is important that they undergo a number of hours of training before being assigned to a family. Training can further the volunteers' understanding of the needs of abusive and neglectful parents. It can also be used to examine the roles and purposes for which they will go into the home. Volunteers do not need to be thoroughly trained in counselling or therapy techniques. However, it is important that the volunteers be aware of various community resources and learn how to use them. The primary emphasis should be on the volunteer's role as an individual who can model more appropriate coping and parenting behavior and engage in a supportive relationship with the family. Thus, the central focus in the training should be on developing the volunteer's capacity to be empathetic and understanding and to provide firm but caring support to the family members to whom they will be assigned. Volunteers should not be used in roles which would be more appropriately left to social

workers, nor should the volunteers feel that they must solve all of the problems of the clients to whom they will be assigned.

G. Supporting volunteers with effective supervision. The assignment of a volunteer to the family and the maintenance of supervision while the volunteer is involved with the family are two of the most important tasks in carrying out your volunteer program. Important elements in supervision include motivation to prevent burn-out and group meetings where volunteers can be "recharged" by the experiences of one another, as well as those of the paid social work staff. Parental interest in working with the volunteer cannot be assumed. If this interest is not expressed, the volunteer could waste a great deal of time trying to convince the parent that there is a need for this type of help. In talking with the volunteers prior to their acceptance of their assignments, the social worker should inform the volunteer of information relevant to the volunteer's involvement. The problems, goals and objectives that are explained to the volunteer must be the same as those that are explained to the parent. The social worker should participate in the first meeting of the volunteer with the parent to again explain the reason for the volunteer's involvement, the role of the volunteer, and the goals that they will be working toward. It is also important that once the parent and the volunteer have been introduced, the agency staff keep in contact with the volunteer at least on a biweekly basis. At times, it might be beneficial to have the parent included in the evaluation sessions to discuss any problems or progress that has been made. Finally, as in any type of volunteer work, the commitment to the

program is expected to vary. If things do not work out the way you would like, talk to the volunteer and/or the parent to discover the nature of the problem. If necessary, the volunteer may need to be removed from the case and possibly assigned to another.

Appendix A

A-1

Resource Directory

For information regarding currently available audiovisual materials and publications pertaining to understanding the causes of child abuse and neglect and the use of volunteers in child protective services, please contact:

Resource Center on Child Abuse and Neglect
2609 University Avenue, Suite 314
The University of Texas at Austin
Austin, Texas 78712
(512) 471-4067

Region VI Volunteer Programs

ARKANSAS

SCAN Service, Inc.
P.O. Box 7445
Little Rock, Arkansas
(501) 371-2773

SCAN America, Inc.
P.O. Box 7445
Little Rock, Arkansas
1-800-643-8784

LOUISIANA

Rapides Parish Division of Evaluation and Services
State Office Building
900 Murray
Alexandria, Louisiana 71301
(318) 487-5129

YWCA Crisis Care Center
3400 D'Heme Court
New Orleans, Louisiana 70119
(504) 486-0923

NEW MEXICO

Parents Anonymous of New Mexico
2107 North Kingsley Dr.
Hobbs, New Mexico 88240
(505) 393-1775

OKLAHOMA

Parents Assistance Center
707 Northwest 8th
Oklahoma City, Oklahoma 73102
(405) 232-8226

TEXAS

Austin Lay Therapy Association
1622 Riverside Drive
Austin, Texas 78741
(512) 447-9955

Family Focus
P.O. Box 330
Belton, Texas 76513
(817) 939-3561

Parenting Guidance Center
1409 Summit
Fort Worth, Texas 76102
(817) 332-6348

Family Outreach Centers

Family Outreach--Richardson/Plano
289 Arapaho Central Park
Richardson, Texas 75080
(214) 231-6584

Family Outreach--Irving
1915 Peter's Road #210
Irving, Texas 75061
(214) 438-5446

Family Outreach--Houston
6425 Chimney Rock Road
Houston, Texas 77081
(713) 665-0385

Family Outreach--Beaumont
1310 Broadway #201
Beaumont, Texas 77701
(713) 833-9668

Family Outreach--Corpus Christi
509 Lawrence #201
Corpus Christi, Texas 78401
(512) 888-6041

Neighborhood Outreach
1325 Montana, Suite A
El Paso, Texas 79902
(915) 544-0211

Family Outreach--San Antonio
4318 Woodcock #107
San Antonio, Texas 78228
(512) 732-1278

Family Outreach--Grand Prarie
1405 Densman
Grand Prarie, Texas 75051
(214) 262-5139

Family Outreach--Northwest Dallas County
2725 Valley View Lane #206
Farmer's Branch, Texas 75234
(214) 241-0814

Family Outreach--Abilene/Taylor County
2817 North 2nd
Abilene, Texas 79603
(915) 672-6459

Family Outreach--Lubbock Center
Texas Department of Human Resources
P.O. Box 10528
Lubbock, Texas 79408
(806) 762-8922

For information about whom to contact in your community, you may write or call the appropriate state liaison person for child protective services.

ARKANSAS

Jolie Ikard, Director of Protective Services
Arkansas Division of Social Services
P.O. Box 1437
Little Rock, AR 72203
(501) 371-2181

LOUISIANA

Jeannette Hendrix, Director of Protective Services
Office of Human Development
Division of Evaluation and Services
P.O. Box 44065
Baton Rouge, LA 70804
(504) 342-4024

NEW MEXICO

Art Armijo, Chief
Children and Youth Services Bureau
New Mexico Department of Human Services
P.O. Box 2348
Santa Fe, NM 87503
(505) 827-5632

OKLAHOMA

Deborah Rothe, Program Supervisor
Department of Institutions, Social and
Rehabilitative Services
Division of Child Welfare
P.O. Box 25352
Oklahoma City, OK 73125
(405) 521-3777

TEXAS

David Brock, Administrator
Program Management and Support Division
Child Protective Services
Texas Department of Human Resources
Social Services Branch
P.O. Box 2960
Austin, TX 78769
(512) 835-0440, x 2418

APPENDIX B

Sources of Program Funding

The following resources have been reproduced from Sources of Funding for Child Abuse and Neglect Projects: A Special Catalog from The National Center on Child Abuse and Neglect, DHEW Publication No. (OHDS) 79-30223.

FUNDING AVAILABLE THROUGH FEDERAL AGENCIES

Following is a listing of Federal agencies and programs which provide funds for child abuse and neglect and related projects. Also included are some programs which provide special services, such as manpower or technical assistance, rather than direct financial aid. Programs are arranged alphabetically by Department, and by agency within Department.

I. AGENCY: ACTION
Office of Domestic and Anti-Poverty Operations

A. Program: Volunteers in Service to America (VISTA)

Authorization: Domestic Volunteer Service Act of 1973, P.L. 93-113

Type of Assistance: Provision of specialized services, training, advisory services and counseling.

Description: This program provides full-time volunteers, at the request of community groups, to provide services (for 1-2 years) which supplement efforts of community organizations to alleviate poverty-related problems. Community programs dealing with child abuse and neglect and domestic violence are among those that have utilized VISTA volunteers. Volunteers are assigned for a limited time in order to help get programs started or fully developed, so the programs may eventually be taken over and operated by the local community. Volunteers must not displace employed workers. Approximately 60% of all volunteers are locally recruited.

Range and Average Amount of Assistance: Depends upon the number of volunteers involved in the program.

Contact: Director of VISTA/AEP
ACTION
806 Connecticut Avenue, N.W.
Washington, DC 20525
(202) 254-7376

B. Program: Mini-Grants

Authorization: Title I, Part C, Section 122(a) of the Domestic Volunteer Service Act of 1973, P.L. 93-113

Type of Assistance: Project grants

Description: This program provides small grants (not to exceed $5,000) to local public and private nonprofit organizations for the purpose of mobilizing part-time, uncompensated volunteers to work on human, social, and environmental needs.

Range and Average Amount of Assistance: $800 to $5,000; $3,013

Contact: Office of Voluntary Citizen Participation
ACTION
806 Connecticut Ave., N.W.
Washington, DC 20525
(202) 254-7262

II. AGENCY: COMMUNITY SERVICES ADMINISTRATION

Program: Community Action

Authorization: Economic Opportunity Act of 1964, as amended by Community Services Act of 1974.

Type of Assistance: Project grants

Description: This program provides funds to Community Action Agencies, which seek to find effective solutions to basic social and economic problems related to poverty. Projects for which funds may be used include community organization, day care, and mental health care.

Range and Average Amount of Assistance: $10,000 to $35,000,000; $250,000

Contact: Assistant Director for Community Action
Community Services Administration
1200 19th St., N.W.
Washington, DC 20506
(202) 254-6110

III. AGENCY: DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Office of Human Development Services
Administration for Children, Youth and Families

A. Program: Child Welfare Research and Demonstration Grants

Authorization: Social Security Act, as amended, Title IV, Part B, Section 426; P.L. 96-248; 42 U.S.C. 626

Type of Assistance: Project grants, research contracts

Description: This program supports research and demonstration efforts in selected areas of high impact and regional or national concern, or where the utilization of funding is expected to make a substantial contribution to the development and welfare of children and their families. Grantees are required to provide at least 5% of total direct costs. Grants may be for 1-5 years; average duration is 3 years.

Range and Average Amount of Assistance: $10,000 to $500,000; $160,000

Contact: Grants Coordinator
Research and Evaluation Division
Administration for Children, Youth and Families
Office of Human Development Services
Department of Health, Education, and Welfare
P.O. Box 1182
Washington, DC 20013
(202) 755-7755

B. Program: Title IV-B Child Welfare Services - State Grants

Authorization: Title IV-B, Social Security Act, Sections 420-425; P.L. 90-248, Section 240(c); 81 Stat. 911; 42 U.S.C. 620-625; P.L. 92-603

Type of Assistance: Formula grants to States, which in turn administer funds through a designated State agency

Description: This program allocates to states monies to be used to establish, extend, and strengthen state and local public

welfare services programs, whose preventive and protective services help solve the problems of neglect, abuse, exploitation, or delinquency of children. Grants may be used for licensing and standard-setting for private child care and child placement agencies and institutions, assisting with day care costs, homemaker and "mother's helper" services, returning runaway children, and adoptive placements.

Range and Average Amount of Assistance: $112,530 to $4,420,291; $1,046,296

Contact: Local Child Welfare Office, or State agency administering Title IV-B funds

IV. AGENCY: DEPARTMENT OF HEALTH AND HUMAN SERVICES
Office of Human Development Services
Administration for Public Service

Program: Title XX Social Services Programs

Authorization: Title XX of the Social Security Act

Type of Assistance: Formula grants to States, which administer funds through a designated State agency

Description: This program allocates to each state monies for a wide range of social services, with the overall aim of assisting people to become economically self-supporting. One of the five statutory goals of Title XX is the provision of services to protect children and vulnerable adults from abuse, neglect, or exploitation, and to strengthen family life. Most funding is on a 75-percent Federal and 25-percent matching basis.

Contact: Local Human Resources Office, or the State agency administering Title XX funds

B. Program: Mental Health - Children's Services

Authorization:	Community Mental Health Centers Amendments of 1975; Part A, Section 203(e)
Type of Assistance:	Project grants
Description:	The goals of this program are: (1) to stimulate innovative approaches to children's mental health problems, emphasizing prevention and coordination of community services; and (2) to expand training activities and broaden resources for children's mental health services. The program authorizes funds on a matching basis for initial staffing of facilities offering mental health services for children.
Range and Average Amount of Assistance:	$26,355 to $691,481; $235,305
Contact:	Division of Mental Health Service Programs National Institute of Mental Health 5600 Fishers Lane Rockville, MD 20857 (301) 443-3606